



1150 North First Street, Suite 101
San Jose, CA 95112

February 28, 2011

EMAIL and HAND DELIVERY

Alex Gurza, Director
CITY OF SAN JOSE
Office of Employee Relations
200 East Santa Clara Street
San Jose, CA 95113

Re: AFSCME CEO and MEF Contract Negotiations - Request for Information

Dear Alex,

On behalf of AFSCME MEF and CEO, and so that we may better prepare for the current contract negotiations, we are requesting the information listed in the attachment entitled "Information Requests to Office of Employee Relations" dated February 28, 2011.

We are requesting this information be provided pursuant to AFSCME's Proposed Ground Rules and in an expedited manner.

Thank you for your assistance with this request. We look forward to your responses.

A large, stylized handwritten signature in black ink, belonging to LaVerne S. Washington.

LaVerne S. Washington, President
AFSCME
Confidential Employees' Organization

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Yolanda D. Cruz, President
AFSCME
Municipal Employees' Federation

enclosure



**CONFIDENTIAL EMPLOYEES ORGANIZATION
AND
MUNICIPAL EMPLOYEES FEDERATION**

INFORMATION REQUESTS TO OFFICE OF EMPLOYEE RELATIONS

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- Median and average salary/wages paid from General Fund for employees of each and every bargaining unit and Unit 99 by bargaining unit and by full time and part time employees in each bargaining unit for the past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections
- Median and average cost of benefits by specified benefit for employees of each and every bargaining unit including Unit 99 by bargaining unit by full time and part time employees in each bargaining unit for the past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections
- Median and average cost of benefits by specified benefit paid from General Fund for employees of each and every bargaining unit including Unit 99 by bargaining unit by full time and part time employees in each bargaining unit for the past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections
- Median and average sick leave hours held by employees of each and every bargaining unit including Unit 99 by bargaining unit by full time and part time employees in each bargaining unit for the past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections
- Median and average number of vacation leave hours held by employees of each and every bargaining unit including Unit 99 by bargaining unit by full time and part time employees in each bargaining unit for the past 3 fiscal years by fiscal year Fiscal Year 2010/2011 projections
- Projections for median and average employee contributions to retirement for each and every bargaining unit including Unit 99 by bargaining unit for full time and part time employees in each bargaining unit for Fiscal Year 2010/2011.
- Median and average cost to City for employee retirement for each and every bargaining unit including Unit 99 by bargaining unit for full time and part time employees for the past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections.
- Median and average cost to City for employee health care for each and every bargaining unit including Unit 99 by bargaining unit for full time and part time employees for the past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections



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- Median and average cost of employee contributions to health care for each and every bargaining unit including Unit 99 by bargaining unit for full time and part time employees for the past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections.
- Number of vested, retirement eligible employees and their years of service for each and every bargaining unit including Unit 99 by bargaining unit in Fiscal Year 2010/2011
- Median and average cost projections for employees salary/wages paid from General Fund for each and every bargaining unit including Unit 99 and their years of service with no contract changes for Fiscal Year 2010-2011
- Median and average cost projections for employee benefits paid from General Fund with no contract changes for each and every bargaining unit including Unit 99 and their years of service for Fiscal Year 2010-2011
- Projected Cost savings to City's General Fund in Fiscal Year 2010/2011 for CEO and MEF employee step increase freeze in 2009-2010
- Projected Cost savings to City's General Fund in Fiscal Year 2010/2011 for CEO and MEF employee cost of living increase elimination in 2009-2010
- Projected Cost savings to City's General Fund for employees 5% reduction in wages (not including benefits) for each bargaining unit including Unit 99 by bargaining unit for Fiscal Year 2011/2012
- Projected Cost savings to City's General Fund for employees 10% reduction in wages (not including benefits) for each bargaining unit including Unit 99 by bargaining unit for Fiscal Year 2011/2012
- Median and average employee sick leave payout for each bargaining unit including Unit 99 by bargaining unit for the past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections
- Number of employees receiving health-in-lieu for each bargaining unit including Unit 99 by bargaining unit in fiscal year 2010/2011



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- Projected average and median cost to City's General Fund for employees receiving health-in-lieu for each bargaining unit including Unit 99 by bargaining unit for fiscal year 2010/2011
- Number of employees with spouses working in City Of San Jose for each bargaining unit including Unit 99 by bargaining unit in fiscal year 2010/2011
- Projected Cost savings to City's General Fund for eliminating health-in-lieu for employees with spouses working in City for each bargaining unit including Unit 99 by bargaining unit for next 5 fiscal years including fiscal year 2011/2012
- Number of employees receiving dental-in-lieu for each and every bargaining unit including Unit 99 by bargaining unit in fiscal year 2010/2011
- Projected average and median cost to City's General Fund for employees receiving dental-in-lieu for each and every bargaining unit including Unit 99 by bargaining unit for fiscal year 2010/2011
- Projected cost savings to City's General Fund for eliminating dental-in-lieu for employees with spouses working in City for each and every bargaining unit including Unit 99 by bargaining unit for next 3 fiscal years beginning with fiscal year 2011/2012
- Projected cost savings to City's General Fund for 6 days a year furlough for employees of each and every bargaining unit including Unit 99 by bargaining unit in 2011/2012 with no other changes to MOAs
- Projected cost savings to City's General Fund for 12 days a year furlough employees of each and every bargaining unit including Unit 99 by bargaining unit for in 2011/2012 with no other changes to MOAs
- Projected Cost savings to City's General Fund for 14 days a year furlough employees of each and every bargaining unit including Unit 99 by bargaining unit in 2011/2012 with no other changes to MOAs



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- Projected Cost savings to City's General Fund for increased retirement vesting period to 10 years for each and every bargaining unit including Unit 99 by bargaining unit for next 3 fiscal years including Fiscal Year 2011/2012
- Number of FTEs for each and every bargaining unit including Unit 99 by bargaining unit for past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections
- Cost to General Fund for FTEs for each and every bargaining unit including Unit 99 by bargaining unit for past 3 fiscal years by fiscal year including 2010/2011 projections
- Projected number of employees whose compensation was paid by City's General Fund for each and every bargaining unit including Unit 99 by bargaining unit in Fiscal year 2010/2011
- Number of employees receiving compensation increases in past 3 fiscal years by each year including Fiscal Year 2010/2011 projections for each and every bargaining unit including Unit 99 by bargaining unit
- Cost to General Fund for employee compensation increases in past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections for each and every bargaining unit including Unit 99 by bargaining unit
- Number of employees receiving merit increases from the City in past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections for each and every bargaining unit including Unit 99 by bargaining unit
- Cost to General Fund for employee merit increases from the City in past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections for each and every bargaining unit including Unit 99 by bargaining unit
- Cost to City for "merit increases" to employees in past 3 fiscal years by fiscal year including Fiscal Year 2010/2011 projections for each and every bargaining unit including Unit 99 by bargaining unit



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- Number of employees who received Management Performance Program monetary awards, wage and/or leave increases for each and every bargaining unit including Unit 99 by bargaining unit for the past 3 fiscal years including Fiscal Year 2010/2011 projections
- Cost to City for Management Performance Program monetary awards, wage and/or leave increases for each and every bargaining unit including Unit 99 by bargaining unit for the past 3 fiscal years including Fiscal Year 2010/2011 projections
- Cost to City's General Fund for Management Performance Program monetary awards, wage and/or leave increases for each and every bargaining unit including Unit 99 by bargaining unit for past 3 fiscal years including Fiscal Year 2010/2011 projections
- Cost to City for Professional Development Program payments for each and every bargaining unit including Unit 99 by bargaining unit for past 3 fiscal years including Fiscal Year 2010/2011 projections
- Cost to City's General Fund for Professional Development Program payments for each and every bargaining unit including Unit 99 by bargaining unit for past 3 fiscal years including Fiscal Year 2010/2011 projections
- Cost to City for Professional Membership dues for each and every bargaining unit including Unit 99 by bargaining unit for past 3 fiscal years including Fiscal Year 2010/2011 projections
- Cost to City's General Fund for Professional Membership dues for each and every bargaining unit including Unit 99 by bargaining unit for past 3 fiscal years including Fiscal Year 2010/2011 projections
- Number of hours of Executive Leave taken by employees of each and every bargaining unit including Unit 99 by bargaining unit for past 3 fiscal years including Fiscal Year 2010/2011 projections.
- Cost to City for Executive leave taken by employees of each and every bargaining unit including Unit 99 by bargaining unit for past 3 fiscal years including Fiscal Year 2010/2011 projections



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- Cost to City's General Fund for Executive Leave taken by employees for each and every bargaining unit including Unit 99 by bargaining unit for past 3 fiscal years including Fiscal Year 2010/2011 projections
- Projected number of promotions to Manager, Division Manager and Deputy Director in Fiscal Year 2010/2011
- Projected cost to General Fund for Manager, Division Manager and Deputy Director promotions in Fiscal Year 2010/2011
- Projected General Fund costs for life insurance for employees of each and every bargaining unit including Unit 99 by bargaining unit for Fiscal Year 2010/2011
- Projected General Fund cost for consultant contracts for Fiscal Year 2010/2011 by department
- Projected General Fund cost for management training for Fiscal Year 2010/2011 by department
- Number of temporary, unclassified positions for past 3 fiscal years for each fiscal year by department/division
- Description of temporary, unclassified position appointments for each appointment for past 3 fiscal years for each year by department/division
- Reasons for temporary, unclassified position appointments for each appointment for past 3 fiscal years for each year by department/division
- Number of appointments due to "business dictates" in past 3 fiscal years for each year by department/division
- Description of appointment positions due to "business dictates" in past 3 fiscal years for each year by department/division